

## **Institutional Salary Guidelines for FY26**

This document outlines Salisbury University's institutional salary guidelines for Fiscal Year 2026 (FY26) and are effective, July 1, 2025 and are pursuant with the University System of Maryland (USM) guidelines and Board of Regents (BOR) policies that apply to all USM Faculty and Staff employees in Regular or Contingent I or II status, regardless of the source of funding for the employee's position.

The FY26 State Budget allocation does not include funds for **adjunct faculty, graduate assistants, fellows, post-docs, general assistants or student employees**. However, as noted below, there are some salary and compensation changes affecting these employee categories, so please review the guidelines in its entirety.

This year, Salisbury University will provide a one percent (1%) Cost of Living Adjustment (COLA) compensation adjustment for eligible employees.

**Note:** USM guidelines allow for retention, equity or other necessary salary increases, contingent upon institutional budget availability. Employees that separate from the university on or before June 30<sup>th</sup>, 2025, will not receive an adjustment to their compensation.

### **I. FACULTY (Regular & Contingent II)**

All Regular and Contractual Tenured, Tenure Track and Non-Tenure Track Faculty employed 50% or more during the spring 2025 semester will receive the compensation adjustments outlined below.

A **COLA increase of one percent (1%)** will be applied to the annual base salary for the following faculty employees:

- a) 12-month faculty actively employed and on payroll as of June 30, 2025 that will remain employed on July 1, 2025 will receive the 1% COLA increase to base salary effective July 1, 2025.
- b) 10-month faculty actively employed and on payroll during Spring 2025 that will remain employed as of August 15, 2025 will receive the 1% COLA increase to base salary effective August 20, 2025.
- c) 10-month Non-PIN Non-Tenure Track faculty actively employed and on payroll during Spring 2025 that will remain employed as of August 15, 2025 will receive the 1% COLA increase to base salary effective August 27, 2025.

## **II. EXEMPT STAFF (Regular & Contingent II)**

All Regular and Contingent II exempt employees employed at 50% or more time since January 1, 2025, will receive the compensation adjustments outlined below.

A **COLA increase of one percent (1%)** will be applied to the annual base salary effective July 1, 2025 for exempt employees who are actively employed and on payroll as of June 30, 2025 and remain employed on July 1, 2025.

## **III. NON-EXEMPT STAFF (Regular & Contingent II)**

All Regular (collective bargaining unit and non-collective bargaining unit) and Contingent II Non-Exempt Employees employed at 50% or more time since January 1, 2025, will receive the compensation adjustments outlined below.

1. A **COLA increase of one percent (1%)** will be applied to the annual base salary effective July 1, 2025 to those employees who are actively employed and on payroll as of June 30, 2025 and remain employed on July 1, 2025.
2. **Fraternal Order of Police:** Employees serving in the Fraternal Order of Police (FOP) will receive a salary adjustment effective July 1, 2025, commensurate with the current Memorandum of Understanding (MOU).

## **IV. NON-EXEMPT STAFF (Contingent I Only)**

Contingent I Non-Exempt employee are not eligible for the COLA. Changes in salary or contract terms for Contingent I employees must be made in accordance with the Chancellor's Salary Guidelines and therefore require a new position request form.

## **V. ADJUNCT FACULTY**

All Adjunct Faculty employed since January 1, 2025, will receive the compensation adjustments outlined below.

1. A **COLA increase of one percent (1%)** will be applied to the minimum adjunct stipend rate effective for Fall, 2025. Any increases above the minimum will require pre-approval from the Provost.
2. Adjunct faculty who meet the criteria for designation as Adjunct Faculty II under *USM Policy II-1.07 Policy on the Employment of Adjunct Faculty* are eligible for a per-course compensation increase that brings their compensation to at least 10% more than the minimum adjunct compensation paid by the institution. Adjunct II status requires pre-approval from the Provost.